

Presidential Documents

Executive Order 13970 of December 31, 2020

Adjustments of Certain Rates of Pay

By the authority vested in me as President by the Constitution and the laws of the United States of America, it is hereby ordered as follows:

Section 1. Statutory Pay Systems. The rates of basic pay or salaries of the statutory pay systems (as defined in 5 U.S.C. 5302(1)), as adjusted under 5 U.S.C. 5303, are set forth on the schedules attached hereto and made a part hereof:

- (a) The General Schedule (5 U.S.C. 5332(a)) at Schedule 1;
- (b) The Foreign Service Schedule (22 U.S.C. 3963) at Schedule 2; and
- (c) The schedules for the Veterans Health Administration of the Department of Veterans Affairs (38 U.S.C. 7306, 7404; section 301(a) of Public Law 102-40) at Schedule 3.

Sec. 2. Senior Executive Service. The ranges of rates of basic pay for senior executives in the Senior Executive Service, as established pursuant to 5 U.S.C. 5382, are set forth on Schedule 4 attached hereto and made a part hereof.

Sec. 3. Certain Executive, Legislative, and Judicial Salaries. The rates of basic pay or salaries for the following offices and positions are set forth on the schedules attached hereto and made a part hereof:

- (a) The Executive Schedule (5 U.S.C. 5312-5318) at Schedule 5;
- (b) The Vice President (3 U.S.C. 104) and the Congress (2 U.S.C. 4501) at Schedule 6; and
- (c) Justices and judges (28 U.S.C. 5, 44(d), 135, 252, and 461(a)) at Schedule 7.

Sec. 4. Uniformed Services. The rates of monthly basic pay (37 U.S.C. 203(a)) for members of the uniformed services, as adjusted under 37 U.S.C. 1009, and the rate of monthly cadet or midshipman pay (37 U.S.C. 203(c)) are set forth on Schedule 8 attached hereto and made a part hereof.

Sec. 5. Locality-Based Comparability Payments.

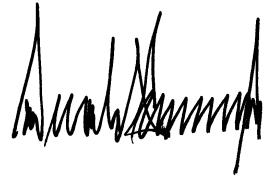
(a) Pursuant to section 5304 of title 5, United States Code, and my authority to implement an alternative level of comparability payments under section 5304a of title 5, United States Code, locality-based comparability payments shall be paid in accordance with Schedule 9 attached hereto and made a part hereof.

(b) The Director of the Office of Personnel Management shall take such actions as may be necessary to implement these payments and to publish appropriate notice of such payments in the *Federal Register*.

Sec. 6. Administrative Law Judges. Pursuant to section 5372 of title 5, United States Code, the rates of basic pay for administrative law judges are set forth on Schedule 10 attached hereto and made a part hereof.

Sec. 7. Effective Dates. Schedule 8 is effective January 1, 2021. The other schedules contained herein are effective on the first day of the first applicable pay period beginning on or after January 1, 2021.

Sec. 8. Prior Order Superseded. Executive Order 13901 of December 26, 2019, is superseded as of the effective dates specified in section 7 of this order.

A handwritten signature in black ink, appearing to be a stylized 'J' or a similar character, is positioned in the upper right corner of the page.

THE WHITE HOUSE,
December 31, 2020.

Billing code 3295-F1-P

SCHEDULE 1--GENERAL SCHEDULE

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2021)

	1	2	3	4	5	6	7	8	9	10
GS-1	\$19,738	\$20,400	\$21,056	\$21,709	\$22,365	\$22,749	\$23,398	\$24,052	\$24,078	\$24,690
GS-2	22,194	22,722	23,457	24,078	24,349	25,065	25,781	26,497	27,213	27,929
GS-3	24,216	25,023	25,830	26,637	27,444	28,251	29,058	29,865	30,672	31,479
GS-4	27,184	28,090	28,996	29,902	30,808	31,714	32,620	33,526	34,432	35,338
GS-5	30,414	31,428	32,442	33,456	34,470	35,484	36,498	37,512	38,526	39,540
GS-6	33,903	35,033	36,163	37,293	38,423	39,553	40,683	41,813	42,943	44,073
GS-7	37,674	38,930	40,186	41,442	42,698	43,954	45,210	46,466	47,722	48,978
GS-8	41,723	43,114	44,505	45,896	47,287	48,678	50,069	51,460	52,851	54,242
GS-9	46,083	47,619	49,155	50,691	52,227	53,763	55,299	56,835	58,371	59,907
GS-10	50,748	52,440	54,132	55,824	57,516	59,208	60,900	62,592	64,284	65,976
GS-11	55,756	57,615	59,474	61,333	63,192	65,051	66,910	68,769	70,628	72,487
GS-12	66,829	69,057	71,285	73,513	75,741	77,969	80,197	82,425	84,653	86,881
GS-13	79,468	82,117	84,766	87,415	90,064	92,713	95,362	98,011	100,660	103,309
GS-14	93,907	97,037	100,167	103,297	106,427	109,557	112,687	115,817	118,947	122,077
GS-15	110,460	114,142	117,824	121,506	125,188	128,870	132,552	136,234	139,916	143,598

SCHEDULE 2--FOREIGN SERVICE SCHEDULE

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2021)

Step	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6	Class 7	Class 8	Class 9
1	\$110,460	\$89,505	\$72,526	\$58,767	\$47,619	\$42,570	\$38,056	\$34,021	\$30,414
2	113,774	92,190	74,702	60,530	49,048	43,847	39,198	35,042	31,326
3	117,187	94,956	76,943	62,346	50,519	45,163	40,374	36,093	32,266
4	120,703	97,805	79,251	64,216	52,035	46,517	41,585	37,176	33,234
5	124,324	100,739	81,629	66,143	53,596	47,913	42,832	38,291	34,231
6	128,053	103,761	84,078	68,127	55,203	49,350	44,117	39,440	35,258
7	131,895	106,874	86,600	70,171	56,860	50,831	45,441	40,623	36,316
8	135,852	110,080	89,198	72,276	58,565	52,356	46,804	41,842	37,405
9	139,927	113,382	91,874	74,444	60,322	53,926	48,208	43,097	38,528
10	143,598	116,784	94,630	76,678	62,132	55,544	49,654	44,390	39,683
11	143,598	120,287	97,469	78,978	63,996	57,211	51,144	45,721	40,874
12	143,598	123,896	100,393	81,347	65,916	58,927	52,678	47,093	42,100
13	143,598	127,613	103,405	83,788	67,893	60,695	54,259	48,506	43,363
14	143,598	131,441	106,507	86,301	69,930	62,515	55,887	49,961	44,664

SCHEDULE 3--VETERANS HEALTH ADMINISTRATION SCHEDULES
DEPARTMENT OF VETERANS AFFAIRS

(Effective on the first day of the first applicable pay period
beginning on or after January 1, 2021)

Schedule for the Office of the Under Secretary for Health
(38 U.S.C. 7306) and Directors of Medical Centers and Veterans Integrated Service
Networks (38 U.S.C. 7401(4))*

	<u>Minimum</u>	<u>Maximum</u>
	\$132,552	\$199,300**

Physician, Dentist, and Podiatrist Base and Longevity Schedule***

Physician Grade	\$108,645	\$159,353
Dentist Grade	108,645	159,353
Podiatrist Grade.	108,645	159,353

Chiropractor and Optometrist Schedule

Chief Grade	\$110,460	\$143,598
Senior Grade.	93,907	122,077
Intermediate Grade.	79,468	103,309
Full Grade.	66,829	86,881
Associate Grade	55,756	72,487

Expanded-Function Dental Auxiliary Schedule****

Director Grade.	\$110,460	\$143,598
Assistant Director Grade.	93,907	122,077
Chief Grade	79,468	103,309
Senior Grade.	66,829	86,881
Intermediate Grade.	55,756	72,487
Full Grade.	46,083	59,907
Associate Grade	39,656	51,554
Junior Grade.	33,903	44,073

* This schedule does not apply to the Director of Nursing Service or any incumbents who are physicians or dentists.

** Pursuant to 38 U.S.C. 7404(a)(3)(B), these positions are covered by a certified performance appraisal system and the maximum rate of basic pay may not exceed the rate of basic pay for level II of the Executive Schedule. For positions that are not covered by a certified performance appraisal system, the maximum rate of basic pay may not exceed the rate of basic pay for level III of the Executive Schedule.

*** Pursuant to 38 U.S.C. 7431, Veterans Health Administration physicians, podiatrists, and dentists paid under the Physician, Dentist, and Podiatrist Base and Longevity schedule may also be paid market pay and performance pay.

**** Pursuant to section 301(a) of Public Law 102-40, these positions are paid according to the Nurse Schedule in 38 U.S.C. 4107(b), as in effect on August 14, 1990, with subsequent adjustments.

SCHEDULE 4--SENIOR EXECUTIVE SERVICE

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2021)

	<u>Minimum</u>	<u>Maximum</u>
Agencies with a Certified SES Performance Appraisal System	\$132,552	\$199,300
Agencies without a Certified SES Performance Appraisal System	\$132,552	\$183,300

SCHEDULE 5--EXECUTIVE SCHEDULE

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2021)

Level I	\$221,400
Level II	199,300
Level III.	183,300
Level IV	172,500
Level V	161,700

SCHEDULE 6--VICE PRESIDENT AND MEMBERS OF CONGRESS

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2021)

Vice President	\$255,800
Senators	174,000
Members of the House of Representatives.	174,000
Delegates to the House of Representatives.	174,000
Resident Commissioner from Puerto Rico	174,000
President pro tempore of the Senate.	193,400
Majority leader and minority leader of the Senate.	193,400
Majority leader and minority leader of the House of Representatives	193,400
Speaker of the House of Representatives.	223,500

SCHEDULE 7--JUDICIAL SALARIES

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2021)

Chief Justice of the United States	\$280,500
Associate Justices of the Supreme Court.	268,300
Circuit Judges	231,800
District Judges.	218,600
Judges of the Court of International Trade	218,600

SCHEDULE 8--PAY OF THE UNIFORMED SERVICES
(Effective January 1, 2021)

Part I--MONTHLY BASIC PAY

YEARS OF SERVICE (COMPUTED UNDER 37 U.S.C. 205)

Pay Grade	2 or less	Over 2	Over 3	Over 4	Over 6	Over 8	Over 10	Over 12	Over 14	Over 16	Over 18
COMMISSIONED OFFICERS											
O-10*											
O-9											
O-8											
O-7											
O-6**											
O-5											
O-4											
O-3***											
O-2****											
O-1***											
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SCHEDULE 8—PAY OF THE UNIFORMED SERVICES (PAGE 2)

(Effective January 1, 2021)

Part I—MONTHLY BASIC PAY

YEARS OF SERVICE (COMPUTED UNDER 37 U.S.C. 205)

Pay Grade	Over 20	Over 22	Over 24	Over 26	Over 28	Over 30	Over 32	Over 34	Over 36	Over 38	Over 40
COMMISSIONED OFFICERS											
AS AN ENLISTED MEMBER OR WARRANT OFFICER***											
O-10*	\$16,608.30*	\$16,608.30*	\$16,608.30*	\$16,608.30*	\$16,608.30*	\$16,608.30*	\$16,608.30*	\$16,608.30*	\$16,608.30*	\$16,608.30*	\$16,608.30*
O-9	16,012.50	16,243.80	16,576.80	16,576.80	16,608.30*	16,608.30*	16,608.30*	16,608.30*	16,608.30*	16,608.30*	16,608.30*
O-8	15,171.90	15,546.00	15,546.00	15,546.00	15,934.40	15,934.40	15,934.40	15,934.40	15,934.40	16,333.20	16,333.20
O-7	13,719.30	13,719.30	13,719.30	13,719.30	13,789.80	13,789.80	13,789.80	13,789.80	13,789.80	14,065.80	14,065.80
O-6*	11,217.60	11,512.80	11,811.90	12,390.90	12,390.90	12,638.40	12,638.40	12,638.40	12,638.40	12,638.40	12,638.40
O-5	9,816.00	10,111.20	10,111.20	10,111.20	10,111.20	10,111.20	10,111.20	10,111.20	10,111.20	10,111.20	10,111.20
O-4	8,573.70	8,573.70	8,573.70	8,573.70	8,573.70	8,573.70	8,573.70	8,573.70	8,573.70	8,573.70	8,573.70
O-3*	7,345.20	7,345.20	7,345.20	7,345.20	7,345.20	7,345.20	7,345.20	7,345.20	7,345.20	7,345.20	7,345.20
O-2**	5,398.50	5,398.50	5,398.50	5,398.50	5,398.50	5,398.50	5,398.50	5,398.50	5,398.50	5,398.50	5,398.50
O-1***	4,260.60	4,260.60	4,260.60	4,260.60	4,260.60	4,260.60	4,260.60	4,260.60	4,260.60	4,260.60	4,260.60

COMMISSIONED OFFICERS WITH OVER 4 YEARS ACTIVE DUTY SERVICE

AS AN ENLISTED MEMBER OR WARRANT OFFICER***

Pay Grade	Over 20	Over 22	Over 24	Over 26	Over 28	Over 30	Over 32	Over 34	Over 36	Over 38	Over 40
WARRANT OFFICERS											
AS AN ENLISTED MEMBER OR WARRANT OFFICER***											
O-3E	\$7,839.00	\$7,839.00	\$7,839.00	\$7,839.00	\$7,839.00	\$7,839.00	\$7,839.00	\$7,839.00	\$7,839.00	\$7,839.00	\$7,839.00
O-2E	6,251.70	6,251.70	6,251.70	6,251.70	6,251.70	6,251.70	6,251.70	6,251.70	6,251.70	6,251.70	6,251.70
O-1E	5,289.90	5,289.90	5,289.90	5,289.90	5,289.90	5,289.90	5,289.90	5,289.90	5,289.90	5,289.90	5,289.90
W-5	\$8,296.20	\$8,716.80	\$9,030.60	\$9,377.10	\$9,846.90	\$10,338.60	\$10,338.60	\$10,338.60	\$10,338.60	\$10,338.60	\$10,338.60
W-4	7,528.50	7,888.20	8,183.70	8,520.90	8,691.00	8,691.00	8,691.00	8,691.00	8,691.00	8,691.00	8,691.00
W-3	6,915.00	7,074.30	7,243.50	7,474.50	7,474.50	7,474.50	7,474.50	7,474.50	7,474.50	7,474.50	7,474.50
W-2	6,066.90	6,133.20	6,293.10	6,293.10	6,293.10	6,293.10	6,293.10	6,293.10	6,293.10	6,293.10	6,293.10
W-1	5,718.60	5,718.60	5,718.60	5,718.60	5,718.60	5,718.60	5,718.60	5,718.60	5,718.60	5,718.60	5,718.60

* Basic pay is limited to the rate of basic pay for level II of the Executive Schedule in effect during calendar year 2021, which is \$16,608.30 per month, for officers at pay grades O-7 through O-10. This includes officers serving as Chairman or Vice Chairman of the Joint Chiefs of Staff, Chief of Staff of the Army, Chief of Naval Operations, Chief of the Air Force, Commandant of the Marine Corps, Chief of Space Operations, Commandant of the Coast Guard, Chief of the National Guard Bureau, or commander of a unified or specified combatant command (as defined in 10 U.S.C. 161(c)).

** Basic pay is limited to the rate of basic pay for level V of the Executive Schedule in effect during calendar year 2021, which is \$13,475.10 per month, for officers at pay grades O-6 and below.

*** Does not apply to commissioned officers who have been credited with over 4 years of active duty service as an enlisted member or warrant officer.

**** Reservists with at least 1,460 points as an enlisted member, a warrant officer, or a warrant officer and an enlisted member which are creditable toward reserve retirement also qualify for these rates.

SCHEDULE 8--PAY OF THE UNIFORMED SERVICES (PAGE 3)
(Effective January 1, 2021)

Part I--MONTHLY BASIC PAY

YEARS OF SERVICE (COMPUTED UNDER 37 U.S.C. 205)

Pay Grade	2 or less	Over 2	Over 3	Over 4	Over 5	Over 6	Over 8	Over 10	Over 12	Over 14	Over 16	Over 18
ENLISTED MEMBERS												
E-9*	—	—	—	—	—	—	—	\$5,637.00	\$5,764.80	\$5,925.90	\$6,114.90	\$6,306.60
E-8	—	—	—	—	—	—	—	\$4,614.60	4,818.60	4,944.90	5,096.10	5,260.50
E-7	\$3,207.60	\$3,501.00	\$3,635.40	\$3,812.40	\$3,951.30	4,189.50	4,323.90	4,561.80	4,760.10	4,895.10	5,039.10	5,196.30
E-6	2,774.40	3,053.10	3,188.10	3,318.90	3,455.40	3,762.60	3,882.90	4,114.50	4,185.30	4,236.90	4,297.20	4,360.90
E-5	2,541.60	2,712.90	2,844.00	2,978.10	3,187.20	3,405.60	3,585.30	3,606.90	3,606.90	3,606.90	3,606.90	3,606.90
E-4	2,330.40	2,449.80	2,582.40	2,713.50	2,829.00	2,829.00	2,829.00	2,829.00	2,829.00	2,829.00	2,829.00	2,829.00
E-3	2,103.90	2,236.20	2,371.80	2,371.80	2,371.80	2,371.80	2,371.80	2,371.80	2,371.80	2,371.80	2,371.80	2,371.80
E-2	2,000.70	2,000.70	2,000.70	2,000.70	2,000.70	2,000.70	2,000.70	2,000.70	2,000.70	2,000.70	2,000.70	2,000.70
E-1**	1,785.00	1,785.00	1,785.00	1,785.00	1,785.00	1,785.00	1,785.00	1,785.00	1,785.00	1,785.00	1,785.00	1,785.00
E-1**	1,650.30	—	—	—	—	—	—	—	—	—	—	—

* For noncommissioned officers serving as Sergeant Major of the Army, Master Chief Petty Officer of the Navy or Coast Guard, Chief Master Sergeant of the Air Force, Sergeant Major of the Marine Corps, Senior Enlisted Advisor of the Space Force, Senior Enlisted Advisor to the Chairman of the Joint Chiefs of Staff, or Senior Enlisted Advisor to the Chief of the National Guard Bureau, basic pay for this grade is \$9,109.50 per month, regardless of cumulative years of service under 37 U.S.C. 205.

** Applies to personnel who have served 4 months or more on active duty.

*** Applies to personnel who have served less than 4 months on active duty.

SCHEDULE 8—PAY OF THE UNIFORMED SERVICES (PAGE 4)

(Effective January 1, 2021)

Part I—MONTHLY BASIC PAY

YEARS OF SERVICE (COMPUTED UNDER 37 U.S.C. 205)

Pay Grade	Over 20	Over 22	Over 24	Over 26	Over 28	Over 30	Over 32	Over 34	Over 36	Over 38	Over 40
ENLISTED MEMBERS											
E-9*	\$6,612.00	\$6,871.50	\$7,143.30	\$7,560.30	\$7,937.70	\$8,334.90	\$8,334.90	\$8,752.50	\$8,752.50	\$8,752.50	\$8,752.50
E-8	5,706.30	5,961.60	6,103.50	6,451.80	6,451.80	6,581.40	6,581.40	6,581.40	6,581.40	6,581.40	6,581.40
E-7	5,094.90	5,282.40	5,282.40	5,382.90	5,765.40	5,765.40	5,765.40	5,765.40	5,765.40	5,765.40	5,765.40
E-6	4,297.20	4,297.20	4,297.20	4,297.20	4,297.20	4,297.20	4,297.20	4,297.20	4,297.20	4,297.20	4,297.20
E-5	3,606.90	3,606.90	3,606.90	3,606.90	3,606.90	3,606.90	3,606.90	3,606.90	3,606.90	3,606.90	3,606.90
E-4	2,829.00	2,829.00	2,829.00	2,829.00	2,829.00	2,829.00	2,829.00	2,829.00	2,829.00	2,829.00	2,829.00
E-3	2,371.80	2,371.80	2,371.80	2,371.80	2,371.80	2,371.80	2,371.80	2,371.80	2,371.80	2,371.80	2,371.80
E-2	2,000.70	2,000.70	2,000.70	2,000.70	2,000.70	2,000.70	2,000.70	2,000.70	2,000.70	2,000.70	2,000.70
E-1**	1,785.00	1,785.00	1,785.00	1,785.00	1,785.00	1,785.00	1,785.00	1,785.00	1,785.00	1,785.00	1,785.00
E-1***	—	—	—	—	—	—	—	—	—	—	—

* For noncommissioned officers serving as Sergeant Major of the Army, Master Chief Petty Officer of the Navy or Coast Guard, Chief Master Sergeant of the Air Force, Sergeant Major of the Marine Corps, Senior Enlisted Advisor of the Space Force, Senior Enlisted Advisor to the Chairman of the Joint Chiefs of Staff, or Senior Enlisted Advisor to the Chief of the National Guard Bureau, basic pay for this grade is \$9,109.50 per month, regardless of cumulative years of service under 37 U.S.C. 205.

** Applies to personnel who have served 4 months or more on active duty.

*** Applies to personnel who have served less than 4 months on active duty.

SCHEDULE 8--PAY OF THE UNIFORMED SERVICES (PAGE 5)

Part II--RATE OF MONTHLY CADET OR MIDSHIPMAN PAY

The rate of monthly cadet or midshipman pay authorized by 37 U.S.C. 203(c) is \$1,185.00.

SCHEDULE 9--LOCALITY-BASED COMPARABILITY PAYMENTS

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2021)

<u>Locality Pay Area*</u>	<u>Rate</u>
Alaska.....	29.67%
Albany-Schenectady, NY-MA.....	17.88%
Albuquerque-Santa Fe-Las Vegas, NM.....	16.68%
Atlanta-Athens-Clarke County-Sandy Springs, GA-AL.....	22.16%
Austin-Round Rock, TX.....	18.17%
Birmingham-Hoover-Talladega, AL.....	16.26%
Boston-Worcester-Providence, MA-RI-NH-ME.....	29.11%
Buffalo-Cheektowaga, NY.....	20.20%
Burlington-South Burlington, VT.....	16.89%
Charlotte-Concord, NC-SC.....	17.44%
Chicago-Naperville, IL-IN-WI.....	28.59%
Cincinnati-Wilmington-Maysville, OH-KY-IN.....	20.55%
Cleveland-Akron-Canton, OH.....	20.82%
Colorado Springs, CO.....	17.78%
Columbus-Marion-Zanesville, OH.....	20.02%
Corpus Christi-Kingsville-Alice, TX.....	16.56%
Dallas-Fort Worth, TX-OK.....	24.98%
Davenport-Moline, IA-IL.....	17.04%
Dayton-Springfield-Sidney, OH.....	19.18%
Denver-Aurora, CO.....	27.13%
Des Moines-Ames-West Des Moines, IA.....	15.95%
Detroit-Warren-Ann Arbor, MI.....	27.32%
Harrisburg-Lebanon, PA.....	17.20%
Hartford-West Hartford, CT-MA.....	29.49%
Hawaii.....	19.56%
Houston-The Woodlands, TX.....	33.32%
Huntsville-Decatur-Albertville, AL.....	19.85%
Indianapolis-Carmel-Muncie, IN.....	16.92%
Kansas City-Overland Park-Kansas City, MO-KS.....	17.13%
Laredo, TX.....	18.88%
Las Vegas-Henderson, NV-AZ.....	17.68%
Los Angeles-Long Beach, CA.....	32.41%
Miami-Fort Lauderdale-Port St. Lucie, FL.....	23.51%
Milwaukee-Racine-Waukesha, WI.....	20.96%
Minneapolis-St. Paul, MN-WI.....	24.66%
New York-Newark, NY-NJ-CT-PA.....	33.98%
Omaha-Council Bluffs-Fremont, NE-IA.....	16.33%
Palm Bay-Melbourne-Titusville, FL.....	16.73%
Philadelphia-Reading-Camden, PA-NJ-DE-MD.....	26.04%
Phoenix-Mesa-Scottsdale, AZ.....	20.12%
Pittsburgh-New Castle-Weirton, PA-OH-WV.....	19.40%
Portland-Vancouver-Salem, OR-WA.....	23.74%
Raleigh-Durham-Chapel Hill, NC.....	20.49%
Richmond, VA.....	19.95%
Sacramento-Roseville, CA-NV.....	26.37%
San Antonio-New Braunfels-Pearsall, TX.....	16.77%
San Diego-Carlsbad, CA.....	29.77%
San Jose-San Francisco-Oakland, CA.....	41.44%
Seattle-Tacoma, WA.....	27.02%
St. Louis-St. Charles-Farmington, MO-IL.....	17.65%
Tucson-Nogales, AZ.....	17.19%
Virginia Beach-Norfolk, VA-NC.....	16.51%
Washington-Baltimore-Arlington, DC-MD-VA-WV-PA.....	30.48%
Rest of U.S.....	15.95%

* Locality Pay Areas are defined in 5 CFR 531.603.

SCHEDULE 10--ADMINISTRATIVE LAW JUDGES

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2021)

AL-3/A.....	\$115,100
AL-3/B.....	123,900
AL-3/C.....	132,800
AL-3/D.....	141,800
AL-3/E.....	150,800
AL-3/F.....	159,400
AL-2	168,200
AL-1	172,500